

SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
JUNE 12, 2018
SMYRNA REST AREA, SMYRNA

Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Pat Maichle, Vice Chair, DDC; Deb Bradl (via phone), DHSS; Marissa Catalon, DDDS; Thomas Hall, DSS Deputy Director, representing DHSS; Emmanuel Jenkins, DDC; Dale Matusevich, DOE; Julie Petroff, DOL-Division of Industrial Affairs (DIA); Ron Sarg, DCVA/MOAA; Cindy Sterling, ServiceSource/AND; Despina Wilson, IRI; John McNeal, SCPD (via phone); and Amber Rivard, Support Staff.

Absent: Sandy Reyes, Department of Human Resources; Jackeline Saez-Rosario, CLASI/Advocate; Crystal Sheats, DOL/DVR; Laura Strmel, SJCS; and Laura Waterland, DLP-CLASI.

CALL TO ORDER/Introductions/Approval of December 12th 2017, January 9th, 2018, March 13th, 2018 and May 8th, 2018 Minutes

Lloyd called the meeting to order at 9:32 am. Everyone introduced themselves. Lloyd welcomed Tom Hall, who is representing DHSS. December, January, March and May minutes were reviewed. Ron motioned for approval of the December minutes. Tom seconded the motion. Julie motioned for approval of the January minutes. Pat seconded the motion. Ron motioned for approval of the March minutes. Pat seconded the motion. Pat motioned for approval of the May minutes. Ron seconded the motion. December 12th, 2017, January 9th, March 13th and May 8th, 2018 minutes were approved as submitted.

ADDITIONS OR DELETIONS TO THE AGENDA

- Discussion of Legislative Proposals that Representative Heffernan was to submit the adjustment of the EFOC membership.

BUSINESS

Capacity Building

Marissa stated that capacity building was a theme discussed in the State Assessment. It was an item recommended for continuing concern on the capacity to serve, number of people interested in employment, continue to encourage individuals to think about employment and efficient resources to help them. Lloyd asked how the Commission could help the capacity building of service providers. Marissa stated that financial is one of the key items to have in order to help capacity. She added that another concern would be those that develop the capacity to serve people or those with complex support needs. DVR and DDDS are the two primary funders for the capacity building. Lloyd asked if the Commission recommend a percentage of funds to be dedicated to capacity building. A suggestion was made to have more discussion on this topic and consider suggestions someone may have concerning this matter.

Lloyd asked if a subcommittee would be a better idea for this topic and then bring ideas to the full Commission. Pat stated that the issue not only is on building capacity for the providers alone, but to build capacity in the community with the employers. It should be a parallel process between capacity for providers and employers. Lloyd suggested that the Commission could possibly assist in providing an informational piece and sending it to the BLN and Chamber of Commerce. Pat suggested rather than sending an informational piece, they should meet with them and discuss it in person with information in how it helps those employers. Ron added that in September 18th there will be a Kent County Economic Summit meeting at the Del-Tech Community College held by Central Delaware Chamber of Commerce. He stated that he will provide more information to John for distribution to Commission members. Lloyd stated if anyone has any kind of presentation for employers interested in cooperating with service providers to forward a copy to John for Amber to distribute to the Commission.

SELN State Assessment

DDDS had SELN provide recommendations. Marissa stated that one of the statistics was that through their national core indicators, participation in the local Delaware survey that was given to adults or families of people with intellectual disabilities, 71% said that they were not working, but would like to work. There has been understanding through the programs in DDDS that employment is a possibility for that population.

There are a few main topics for Delaware:

- Delaware has steadily focused on the importance of individuals integrated in employment over the past several years.
- Outcome data at the individual level was limited.
- Provider capacity is fragile. It has been discussed in previous Commission meetings.
- Strong inner agency collaboration, commitment and shared responsibility for improving employment outcomes and opportunities for people.
- Substantial, financial incentives in maintaining facilities for pre-vocational and day habilitation services.
- Limited provider network capacity to meet demand.

Lloyd suggested that Marissa discuss more on the service providers and how to incorporate it into the Annual Report as a type of request for the legislators. He also asked if there was a way to identify a need and offer a solution. Pat suggested the information could be discussed at the retreat and figure out what steps need to be taken with employers to better improve capacity. Lloyd asked if Marissa could send to the Commission on what she would like to discuss on this topic at the retreat. Marissa agreed to put this on the agenda and discuss with Rita Landgraf at the planning meeting.

Julie suggested another possible topic of discussion for the retreat would be who is monitoring service providers (agencies that help obtain and maintain employment) and make sure to not exploit workers with a disability out of money. She had witnessed this when in the Office of Anti-Discrimination a lot of exploitation of disabled workers. Human trafficking has become a wider issue and has a broader definition of the State statute. It is defined as threatening people and that disabled workers are easily exposed to severe issues such as human trafficking. Lloyd asked if Julie has any information that may be incorporated into the Annual Report or a topic discussion for the retreat to be sent to the Commission. Dale spoke about providers monitoring those kind of situations that people will have to self-report. Pat also asked that Julie provide information to the Commission on how a person could report or what should be reported or where the individual goes to report the situation safely. Lloyd asked Julie if she could provide information by June 19th for the retreat planning.

Retreat – August 1, 2018

Lloyd stated that he and Pat, John McNeal and one of his staff members participate in a conference call with Rita Landgraf on Tuesday, June 19th for planning the EFOC Retreat. Amber provided an update on the retreat location for August 1st. There has been difficulty in finding a location and most of the State parks that were accessible were already booked. She added that the only two locations available were the Smyrna Rest Area and the 2nd floor of the O'Neill Building located in Dover. Parking is very limited at the time. Other locations suggested were: Legislative Hall, George Massey Station located in Camden-Wyoming, Troop 3 off of South State Street in Dover, the Paradee Center in Dover, and the DCVA. Amber stated that Paradee was only available to UD staff. The Commission members suggested that she should mention Rita Landgraf by name due to her working for UD. If she is not successful by the end of the week, Amber will contact the Commission to email her more suggested locations with an attachment of places that she had already tried. The retreat will be from 9:00 AM to 3:00 PM.

Pat mentioned that one possible speaker may be confirmed for the retreat, Ernie Dianastasis. Ernie is the president of a company called The Precisionists and the goal of the company is to employ 10,000 by the year of 2025 with the primary target around employment of people with intellectual disabilities. He agreed to participate in the Commission discussion of why we are doing the retreat, which is to move the Commission forward. Dale suggested that the Commission provide an update to the work being done for special education and where technical education stem along other state agencies such as projects from DVI, DVR, DDDS, DOE, and NAMI Delaware (National Alliance on Mental Illness). Pat added that Dale could send her the list of speakers from the projects.

Discussion was made on Ernie and the formula he accesses that could be beneficial for the Commission to modify in the form of a report card. It had been discussed at a prior meeting before with the Commission as a possibility on achieving their goal to employ people with disabilities. There was discussion for Ernie to provide helpful information to the Commission on what has and has not worked for obtaining employment for people with disabilities.

Employment First Annual Report Update

Lloyd spoke about the date to complete the Annual Report was changed to the end of the year (December 31st, 2018) and that is their goal. He suggested that the Report be re-sent to the Commission for review. We are missing key information from DVI and DVR. Dale had sent information from DOE and Marissa sent information from DDDS on outcomes. We have not been successful in receiving information from DVI and DVR. Deb explained that she has raw numbers pulled from DVR. Deb will contact the IT member for an update on the data going back five years. She started with the 2012 - 2013 through 2016 because the general DVR program would have run from October 1st, 2012 to October 30th, 2013.

Deb Bradl will contact Crystal Sheats on historical data for competitive employment dating back five years (both successful and unsuccessful clients in employment). Julie will contact Andrea Guest and remind her of the Annual Report. Lloyd suggested reviewing data collection and adding it to the November meeting agenda. Pat added that the Commission should be reviewing the entire report. Dale suggested that the report and data might be a topic to discuss at the retreat. If we could gather all the data collection by August 1st and gather a small group to discuss how to add it into the Annual Report. Lloyd commented that the data collected should be sent to John and Amber to follow-up with Lloyd, Pat and Dale. Dale added that he will have more data from DOE to add by the end of this year due to working with DDDS on a validation of the ending of the school year. Lloyd asked Deb to contact Crystal Sheats to have data collected and brought to the retreat for discussion.

A suggestion was made to also discuss the WIOA update along with the updated definition for competitive employment for the Annual Report. The report should encourage the State to hire people with disabilities. Dale added that we could change the mission of the report where it is not only focused on State agencies, but all other organizations regarding employing people with disabilities.

Legislative Proposals

Cindy asked what will be discussed in the legislative proposals. Lloyd commented that one of the discussions would be having Representative Heffernan look at the new agency in the Department of Human Resources. The Commission wants a representative from the Department of Human Resources (DHR) to be a member of the Commission. Another discussion was to try to bring in the Disabilities Law Program (DLP) and open it up to employees of people with disabilities. He will ask Representative Heffernan on the update of the bill. He added that another change to the membership bill was to add language stating that there was a vacancy that the Commission would provide recommendations. HB 370 is on the Ready List.

OTHER BUSINESS

None

PUBLIC COMMENT

None

ANNOUNCEMENTS

None

ADJOURNMENT

Pat motioned to adjourn the meeting. Julie seconded the motion. The meeting was adjourned at 10:43 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist